

## **ABSTRACT**

*Productivity, employee engagement and organizational culture are important in context of company. Within productivity of employee in company, employee engagement while doing the job, and the implementation of organizational culture, company could have target to increase the performance significantly every year. Productivity, employee engagement and implementation of organizational culture in PT Indonesia Comnets Plus facing upside and down annually. This research aims to determine the effect of productivity, employee engagement, and organizational culture on employee performance in PT Indonesia Comnets Plus Jakarta. This research is a quantitative study, which uses path analysis technique of data analysis. Data collected by distributing questionnaires to 182 respondents. The results of this research showed that Simultaneously, productivity, employee engagement, organizational culture have a significant effect on the employee performance with percentage 64,8%. And the balance of 35,2% is influenced by other factors not examined in this research by author. Based on path analysis equation there are significant influence in productivity with percentage 36,1%, employee engagement with percentage 34,6%, and organizational culture with percentage 20,7%, Based on the finding research, company should provide more chances for employee to increase their capability through more training or workshop in entrepreneurship skill as well as increase employee's innovation mindset.*

*Keywords : Productivity, Employee Engagement, Organizational Culture, Employee Performance, Human Resource Management.*